APPENDIX

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Founded in 1971, the *Women's Legal Defense Fund* (WLDF) is a national advocacy organization that develops and promotes public policies to help women achieve equal opportunity, quality health care, and economic security for themselves and their families. WLDF has placed special emphasis on equal employment opportunity by challenging sex-based discrimination in the courts, and by leading efforts to promote and enact employment policies such as the 1993 Family and Medical Leave Act, the Civil Rights Act of 1991, and the 1978 Pregnancy Discrimination Act.

The *National Employment Law Project* (NELP) is a nonprofit organization dedicated to advocating for the employment rights of the working poor and the unemployed. For over 25 years, NELP has engaged in direct advocacy through litigation and policy work on a broad range of issues, including job training, employment discrimination, unemployment compensation reform, the employment rights of workforce participants, and most other basic employment laws, including the Family and Medical Leave Act. NELP and its constituents have a direct and sustained interest in the issue raised by this case.

The *National Women's Law Center* (NWLC) is a nonprofit legal advocacy organization dedicated to the advancement and protection of women's rights and the corresponding elimination of sex discrimination from all facets of American life. Since 1972, NWLC has worked to secure equal opportunity in the workplace through the full enforcement of Title VII and other civil rights laws. NWLC has a deep and abiding interest in assuring the eradication of discrimination against women in the workplace.

The *Service Employees International Union, AFL-CIO, CLC (SEIU)* is the largest union of health care employees in the country. It represents employees in many differ-

ent health care professions, including increasingly physicians. SEIU recently affiliated one of the largest physician labor associations, the Committee of Interns and Residents, also establishing ties to the United Salaried Physicians and Dentists. Its health care members—physician and non-physician—have a vital interest in ensuring the protections of Title VII are afforded to all health care professionals.